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“Creating a Visible Network: LGBTQ Mentoring on Campus”

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Sexual Orientation




- Merriam-Webster Dictionary: the inclination of an individual with respect to heterosexual, homosexual, and bisexual behavior
- GLAAD (Gay & Lesbian Alliance Against Defamation) describes an individual's enduring physical, romantic and/or emotional attraction to another person

• Heterosexual	• Lesbian
• Gay	• Bisexual
• Queer	• Pansexual
• Asexual	• Questioning

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Learning Objectives




- Identify how sexual orientation and gender identity/expression fall into the greater realm of diversity
- Describe key elements of the RPI “LGBTQ Mentoring Network”
- Determine pathways and roadblocks to creating a LGBTQ Mentoring Network on your campus

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Gender Identity & Expression

- Gender Identity:** one's understanding or feeling about whether one is emotionally or spiritually male or female or both or neither (PFLAG Phoenix – Parents, Families, and Friends of Lesbians and Gays)
 - Cisgender
 - Transgender
 - Two-Spirit
 - Gender-Variant
- Gender Expression:** external manifestation of one's gender identity, usually expressed through “masculine,” “feminine” or gender-variant behavior, clothing, haircut, voice or body characteristics (GLAAD)




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Diversity

- Culturally Diverse Populations
- Sexual Orientation
- Gender Identity & Expression




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Why Mentoring?

Maslow's Hierarchy of Needs, 1943



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LGBTQ Youth At Risk



- Keeping one's sexual orientation hidden from others and fear of having one's sexual orientation disclosed without their consent can add to the stress of being gay or bisexual, leading to mental health issues (Hayes, Turner, & Coates, 1992)
- As a result of discrimination, harassment, stigma, or a homophobic/transphobic climate, LGBTQ individuals are at a much higher risk for AOD use/abuse, intimate partner violence, sexual assault, mental illness and suicidal ideation (Centers for Disease Control and Prevention, 2011; Clements, Marx, Gruman, & Katz, 2003; Mayer et al., 2008; Meyer & Northridge, 2007; Solari, 1998; Walinski, Stall, & Valisetti, 2008)
- High-risk behaviors may negatively impact the health and well-being of LGBTQ students, as well as their academic performance, educational outcomes, social adjustment and interpersonal skill development (Goffman, Goveen, Wall, & Seward, 2008; Herrick & Pappan, 2000; Schrimshaw, et al., 2007)
- Among LGBTQ young adults who do not have any mental health issues, they are 8.4 times more likely to have tried to commit suicide, 2.6 times more likely to report high levels of depression, 3.4 times more likely to use illegal drugs, and 2.4 times more likely to have risky sex (CDC, 2011)

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Research & Development



- What's a Mentor?
- Benchmarking Peer Institutions & Other Orgs.
- Creating Inclusive Forms
- Codes of Conduct (HR & Dean of Students)
- Expectations of Mentors & Mentees
- Finding Mentors!
- Promotion/Advertising

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Institutional Support



- *The Rensselaer Plan (Section 7.2: A Very Diverse Community)*
The Institute must commit to leadership in bringing diversity to science and technology by seeking a diverse body of students, including underrepresented minority students (Rensselaer Polytechnic Institute, 2007).
- *CLASS Initiatives.* Undergraduate residential living and learning communities are intended to help students thrive at an academic, environmental, and community level.

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LGBTQ Mentoring Network Flyer


Looking For a Mentor?

WHAT'S THE PROGRAM?
The LGBTQ Mentoring Network is a program designed for the lesbian, gay, bisexual, transgender, and questioning (LGBTQ) community on the Rensselaer Polytechnic Institute campus. The program pairs mentors (LGBT graduate students, faculty, and staff) and mentees (LGBTQ undergraduate students) in formal mentoring relationships. Your membership in the program is *strictly confidential* if you choose.

YOUR MENTOR CAN PROVIDE YOU WITH:
 *Professional advice & emotional support
 *Helping you come to terms with your sexual orientation or gender identity
 *Helping you develop positive self-esteem
 *Something you can bring as a successful LGBT person
 *A friendly LGBT face on campus to meet with for coffee or lunch
 *Access to LGBTQ-friendly community resources, events, and programs


INTERESTED?
Contact Tara Schuster, Health Educator in the Student Health Center at [redacted] for more information! Your correspondence will remain confidential.

We look forward to hearing from you!


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The RPI LGBTQ Mentoring Network



- Research & Development
- Student, Staff, and Faculty Involvement
- Planning/Funding/Expedition/Follow-Up

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Student, Staff, and Faculty Involvement




- Mentors
- Mentees
- Pairing for Excellence

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Planning/Funding/Expedition/Follow-Up

- Mentor Monthly Meetings w/ Prof. Develop
- Continual Promotion/Advertising
- Follow-Up with "MIA" Mentees
- Evaluation
- End of Year Reception







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Pathways & Possible Roadblocks

- Time
- Funding
- Staffing
- Resources







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Campus & Community Resources


- The LGBTQ Mentoring Network
- The Safe Zone Program
- The Rensselaer Pride Alliance
- Greek Spectrum
- HOMORadio (WRPI)
- The CLASS Initiative of the Rensselaer Plan
- The Pride Center of the Capital Region
- The Monthly News Journal of The COMMUNITY




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Small Group Exercise



- 1) Discuss possible pathways and barriers you might encounter when trying to start a program like this on your campus.
- 2) Discuss innovative ideas on topics to cover for mentor professional development and what resources (campus, local, statewide, regional, online, etc.) you might draw from.
- 3) Discuss the "key players" you will need to network with in order to get such a program started on your campus, and how you will get those conversations started.

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Lessons Learned



- Network!
- Visibility on Campus
- Higher-Level Administrative Support
- Help Reduce Stigma
- Professional Development Opportunities
- Time as a Resource/Share Tasks
- Consider a Peer Mentoring Program

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Resources for Mentoring Programs

- http://archives.gbtstudies.org/mentorship_program
- <http://www.gbtstudies.org/>
- <http://www.gbtstudies.org/docs/2001/2001-01-01/2001-01-01-Health-Companion-Desk.pdf>
- <http://www.gbtstudies.org/mentorship-program/health-companion-1481021/#TwdWVWk4A>
- <http://collages.collegeofliberalarts.com/articles/2004/04/04>
- http://www.america.edu/CAMPUS_LIFE/LGBTOFFICE/about.php
- http://www.fairfield.edu/student/col_mentorship.html
- http://www.gammasigma.org/how_to_choose.htm
- <http://people.ku.edu/~jgonzalez/healthgroups.html>




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